UCSF
Newsbreak

News for the UCSF Campus Community VOL. 12, NO. 8 APRIL 26, 1997

INSIDE

3 Faculty win grants to support instructional technology

6 Founders Day highlights

8 USCF Stanford Health Care team settles in Executive Park

Faculty work to lift glass ceiling at UCSF

By LISA CISNEROS

With hard work and support from their colleagues, women faculty are making incremental, albeit slow moves up the academic hierarchy at UCSF.

Within the School of Medicine, 79 women ranked as full professors last year or 29 more than in 1989. But compared to the 416 male professors who make up 84 percent of the School's senior ranks, the picture is cause for concern. Most women, 166 of them, ranked as assistant professors in 1996, according to figures from the Office of Academic Affairs.

As a result, women who attain leadership positions at UCSF are more the exception than the rule.

"I do believe there is a glass ceiling here," says Diane Wara, professor of pediatrics and director of the UCSF Pediatric HIV Program. "I and many of my friends feel the burden of that glass ceiling."

Wara, 55, appointed five years ago by then Dean Joseph Martin as the School of Medicine's associate dean for women's affairs, a position that Dean Haile Debas six months ago expanded to include minority affairs, speaks candidly about her role. "With the support of senior leadership, we've made substantial progress in the School of Medicine," Wara says.

"And although we're very proud of the number of new women faculty who have joined the School of Medicine during recent years, I'm not as proud of our record in terms of hiring or promoting women into ladder rank positions or into positions of leadership."

Most women hired over the past two years in the School of Medicine have been appointed primarily into non-tenure track positions. These jobs are frequently clinical positions and are somewhat temporary in nature, Wara says. Furthermore, the role of a clinician educator has not been viewed as traditional route to leadership positions.

The big picture

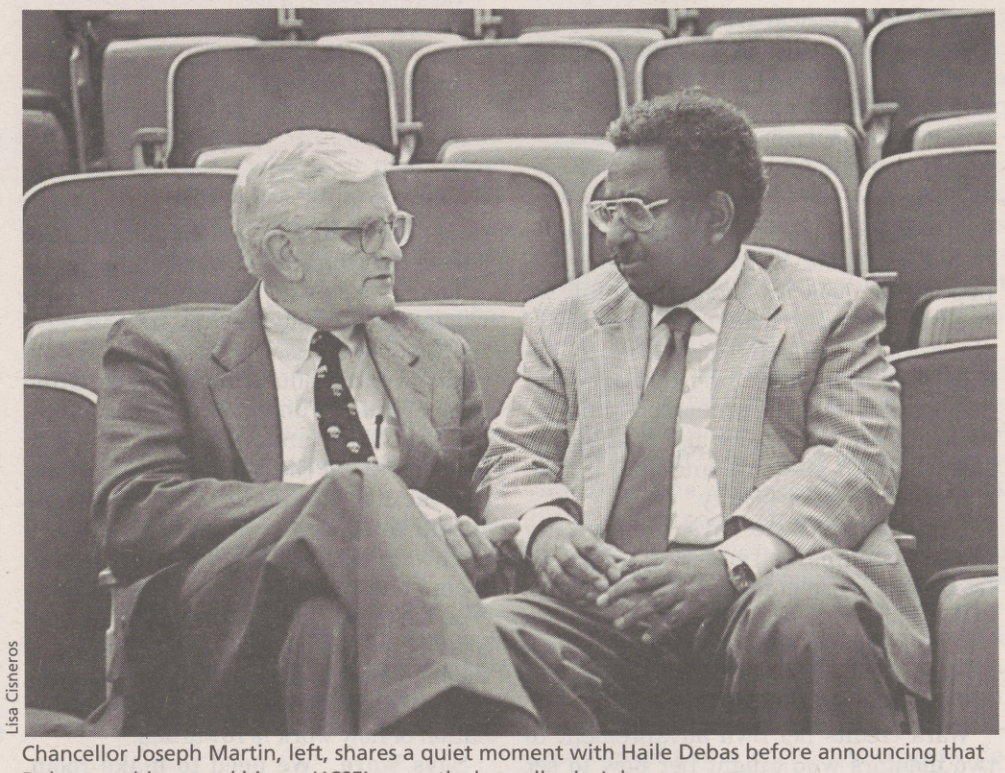
Like other major academic medical centers in the US, UCSF's leaders are predominantly white males while women and minorities are underrepresented as professors, chairs and deans. Gender differences in the percentage of faculty at senior academic ranks are well documented. A national study of physician faculty of US medical schools and accompanying editorial published in the Journal of American Medical Association two years ago found that women faculty on average spend longer periods at lower ranks. The failure of women to achieve senior academic rank was cited as one reason women rarely hold leadership positions in academic medicine. Even after controlling for many factors considered to be measures of academic preparedness and performance, women remained less likely to be promoted, according to JAMA.

"We really have a long way to go to achieving gender parity," says Saralyn Mark, senior medical advisor of the Office on Women's Health, Department of Health and Human Services. "Nationwide, less than 10 percent of full-time professors are women."

The School of Medicine at UCSF does better than the national average with 16 percent of women ranked as professors.

Mark, an assistant clinical professor of medicine, says several federal agencies are working to develop guidelines and in-

(See **Gender** on page 2)



Lisa Cisneros

Chancellor Joseph Martin, left, shares a quiet moment with Haile Debas before announcing that Debas would succeed him as UCSF's seventh chancellor in July.

Community confident as Debas takes helm

Tapped by UC President Richard Atkinson to lead UCSF during a time of unparalleled challenges, Haile T. Debas has widespread support as he prepares to take the helm in July.

"He is a vital, driving force on the campus who inspires confidence throughout UCSF and in the larger community," says Atkinson.

Debas, 60, will serve as UCSF's seventh chancellor for up to a year — a period that will likely usher in the start of UCSF Stanford Health Care and the ground breaking of a second major campus at San Francisco's Mission Bay. He will oversee these historic activities while remaining dean of the UCSF School of Medicine and continuing to earn a salary of $394,500, which includes compensation from his medical practice.

Debas acknowledges the great demands ahead. "This is not a time for a caretaker chancellor. It is a crucial period in UCSF's history. I wouldn't accept this challenge if I didn't understand the importance of the decisions we face as a campus and the need to complete the work we have begun."

"My primary goal is to make sure we don't lose momentum as the campus works to accomplish many vital projects — including development of UCSF Stanford Health Care, a new major site for biomedical research, the Comprehensive Cancer Center, and initiatives in social and behavioral sciences."

As chair of the Faculty Committee for the 21st Century, Debas worked closely with UCSF's Community Advisory Group (CAG) to develop plans for a second campus site. The concept recently was approved by Regents in UCSF's new Long Range Development Plan, and the campus soon expects to ask the Regents to approve the University's expansion in Mission Bay.

Dennis Antenore, an attorney who served on the CAG, said he's pleased that Debas accepted the chancellorship. "Some weeks ago, when I heard that he was being asked to consider the job, I actually called his office and urged him to accept the position. He is sensitive to community and neighborhood concerns. He is a real human being."

Jane Hirsch, director of nursing at the UCSF Medical Center, says Debas has his work cut out for him. "It's a tough job because there are so many competing challenges, but I have great confidence in his talent and abilities," she says. "He is wonderful, so thoughtful, diplomatic and knowledgeable."

Hirsch worked with Debas in the operating room when he was chair of the UCSF department of surgery, a position he held from 1987 until his appointment as dean in 1993. As dean, Debas has played a key role in all of the major campus initiatives, including the creation of the Brown & Toland Medical Group and the formation of UCSF Stanford Health Care.

And even though Debas could be serv-

(See **Debas** on page 2)

Campus redefines outreach strategies

By BRAD FOSS

Admissions programs that benefit underrepresented minorities have been undermined by anti-affirmative legislation, say UCSF officials, who are looking to support these goals through outreach.

A UC-wide task force established by the Regents at the time they ended affirmative action is expected to issue a report in May that describes new strategies and funding sources for these outreach programs.

UCSF officials meanwhile are redefining outreach programs to help increase the pool of minority and low-income students who are academically qualified to attend the University. While these programs are designed to assist these populations, they do not exclude students based on race or gender.

The School of Dentistry, for instance, is seeking educational partnerships with high schools and colleges that have large concentrations of disadvantaged students to promote academic excellence among them. No longer is wooing the most qualified minority students the focus of its outreach efforts, says Charles Alexander, director of student academic affairs.

"We also need to focus more on enriching people's academic backgrounds to prepare them to be competitive for careers in science," he says. Alexander has applied for a grant that would pay for collaborative summer enrichment programs between the school and three San Francisco high schools.

UC Regents banned the use of race and gender-based preferences to achieve diversity in admissions in 1995, an idea a majority of state voters supported by

(See **Outreach** on page 3)

Team targets proteases active in cancer

By JEFFREY NORRIS

Armed with a $4 million grant from the U.S. National Institutes of Health, UCSF researchers have begun a five-year mission to search and destroy proteases that are active in cancerous tumors.

The award marks the largest grant funded by NIH's National Cancer Institute to study the role of proteases in cancer and provides steady support for 12 physicians and doctoral scientists at UCSF.

Protease enzymes already have been successfully targeted with protease-inhibitor drugs to combat HIV. A small, but significant and growing body of research suggests that some proteases, which cleave other proteins, are frequently overactive in cancerous compared to normal tissue, according to Marc Shuman, a senior research scientist with the Cancer Research Institute who will lead the new cancer studies.

Studies by Shuman and his UCSF colleagues show that halting protease activity can inhibit tumor growth and also migration of tumor cells to other sites, an ominous event known as metastasis. By identifying and targeting proteases that may be unusually active in tumors, the UCSF researchers hope to interfere with protease-regulated signals and activities that persuade cells to become cancerous, multiply and metastasize.

"Protease inhibitors may within the next several years become available as a powerful accompaniment to now-standard cancer therapies," Shuman says. "Even if protease inhibitors do not destroy cancers outright, they may have the ability to prevent tumors from growing, spreading and subverting the functions of normal tissues. With protease inhibitors and other new therapies that take advantage of the distinctive characteristics of tumor cells, cancer may become a manageable disease," he adds.

With new drugs, clinicians who treat cancer would be able to combine compatible treatments, Shuman says. For example, physicians could augment standard chemotherapy with protease inhibitors, using treatment protocols similar to those now being used to maintain and improve the health of persons infected with HIV.

Such a combination of therapeutic punches directed at a tumor may prove more difficult for a cancer to evade than a narrowly focused strike with just one type of treatment, Shuman suggests.

To exploit the protease requirements of tumors, Shuman has teamed up with UCSF colleagues possessing a range of specialties. They include not only experienced cancer researchers, but also several international experts on proteases, as well as scientists who specialize in designing drug prototypes — molecules that will interact with and disable target molecules that play a role in disease.

The UCSF drug designers have developed powerful computer software to represent in atomic detail the molecular structures of target molecules and of

(See **Protease** on page 3)

Gottwald wins investigator award

Millie Gottwald, a clinical pharmacy fellow in neurology, received the Junior Investigator Award of $1,200 from the American Epilepsy Society.

Gottwald was honored for her NIH-supported research of the liquid stability and optimal storage conditions for commercially-available parenteral solutions (diazepam and lorazepam) used by paramedics to treat epileptic seizures. She concluded that prefilled syringes of diazepam and lorazepam retained at least 80 percent potency after seven months of storage in ambulances in the Bay Area. However, at higher temperatures, thermal degradation of lorazepam may occur.

Gottwald

Gottwald presented her findings last year during the annual poster session of UCSF pharmacy residents, displayed on campus and at the Western States Conference in Silomar. This year's poster session will be held Wednesday, May 14, 9 a.m.-1 p.m., in the Millberry Union Conference Center. For more information, call 476-2353.

Private Support

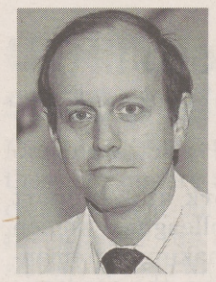
UCSF is pleased to acknowledge the following listing of gifts/pledges of $25,000 or more from individuals, corporations and foundations received March 23-31, 1997.

$100,000 - $499,999
Anonymous
Burroughs Wellcome Fund

$25,000 - $99,999
Joseph Drown Foundation
Hearing Research Inc.
The Liposome Company Inc.
Mary MacWilliam
The San Francisco Foundation
Sarlo Family Supporting Foundation

ACOG honors Grimes for distinguished service

David A. Grimes, chief of the department of obstetrics and gynecology at San Francisco General Hospital, was awarded the Distinguished Service Award by The American College of Obstetricians and Gynecologists (ACOG) at its 45th Annual Clinical Meeting in Las Vegas on April 30.


Grimes

Grimes was honored for his outstanding service to the discipline of obstetrics and gynecology and for his contributions within ACOG, a national medical organization representing nearly 38,000 obstetricians and gynecologists.

A UCSF professor and vice chair of the department of obstetrics, gynecology and reproductive sciences and professor of epidemiology and biostatistics, Grimes is recognized for two decades of work in ob/gyn and preventive medicine.

Upon completion of his residency, he assumed a joint appointment at the Centers for Disease Control and Prevention and at Emory University School of Medicine in Atlanta. While at the CDC, he participated in a number of pioneering studies that helped to define the epidemiology of abortion in the early years after Roe v. Wade. In 1986, he joined the faculty of the University of Southern California with a joint appointment as professor in ob/gyn and in preventive medicine.

In the last nine years, Grimes has taught research methods and clinical epidemiology to residents and faculty from nearly all of the ob/gyn residency programs in the US. He has received teaching awards from UCSF, USC and Emory University and was awarded for his work in technology assessment from ACOG.

In addition, Grimes has served on three scientific groups of the World Health Organization and is currently chair of the Steering Committee for the WHO Task Force on Post-Ovulatory Methods of Fertility Regulation. He also served in the US Preventive Services Task Force, one of only two obstetricians/gynecologists to have done so.

He earned an undergraduate degree, cum laude, from Harvard University and a medical degree from the University of North Carolina School of Medicine. Grimes completed his residency at North Carolina Memorial Hospital in Chapel Hill.

Gender (from page 1)

centives for universities that implement effective mentoring programs to help women advance.

UCSF does have some success stories. In addition to Dorothy Bainton, who is vice chancellor of academic affairs, Elizabeth Blackburn, chair of microbiology and immunology, is among a growing number of women who are rising the ranks in the basic science departments and laboratories. Jane Norbeck, dean of the School of Nursing, was the first alumna promoted to dean, in 1989. The opportunities for women to advance in the School of Nursing are open, Norbeck says, in part due to mentoring of junior faculty. She noted that nursing faculty member Shirley Chater was the first woman vice chancellor in the UC system and Sandra Weiss is vice chair and chair-elect of the systemwide faculty council.

Wara herself, who has been a division head since 1984, and Nancy Ascher, who runs the clinical program in transplantation are also exceptions. "We do have some notable leaders here, but few department heads are women," Wara says.

Strategies to shatter glass ceiling

Aware of academic inequity between men and women, Wara and other senior faculty are attempting to remedy the problem at UCSF by developing and implementing strategies to provide support of all kinds — financial, peer, mentor and administrative.

As director of the UCSF National Center of Excellence in Women's Health, Nancy Milliken, associate professor of ob/gyn and reproductive sciences, is working with a team to develop a leadership plan to foster the recruitment, retention and promotion of women in academic medicine. That was among the federal requirements for funding the center, which is also devising strategies to promote women's participation in clinical trials and to integrate women's health curriculum into medical school education. "The goal for having women in positions of academic leadership is so they can bring their unique perspective to improving the health care of women," Milliken says.

Adds Mark, "We need women in leadership positions because decisions are made at the top. Women also have a great appreciation and understanding for how women work, so they will help open the doors for other women."

While efforts formerly focused on merely increasing the number of women that were hired, today, the strategy has changed to making certain they are considered for leadership positions. One way to achieve this is to ensure that at least two women are part of search committees. "We used to have just one woman member, so this is an improvement," Wara says.

Another strategy, to be piloted at the Dean's Office, and potentially extended to all departments if it works, is to ask search committees to document their reasoning if no women or minorities are forwarded on the short list of finalists. Wara will ask that the highest-ranked woman and the highest-ranked minority candidate be considered for these positions.

And while UCSF competes with other universities to recruit qualified women from the outside, Wara believes the campus should look internally. "I think we need to grow our leaders from within," she says. "I basically took this job because I'm absolutely fully committed to the hiring, retention, promotion and nurturing of women faculty and that means starting with students and running up through the senior faculty."

For example, Wara says, the minority faculty members "tend to have come from our own medical school, from our own residency and stay on as faculty. We want to nurture a larger number of minority medical students and residents to continue in academic medicine."

Wara credits her own advancement to two mentors who taught her how to set and meet standards and how to write grants and get funding — critical ways to establish academic credibility. Those qualifications along with publishing peer-reviewed research and presenting at national and international conferences are part of the recipe for success, she says.

The problem with following that recipe, women faculty say, is that women have traditionally focused their careers on patient care and education instead. "Often these efforts are undervalued," Mark adds.

Wara, Mark and other faculty members agree that the criteria used to evaluate faculty for leadership positions should be revised or at least reviewed. "I am aware of the lack of flexibility in that there's only one way to go," says Norbeck. "For the most part, I think that method has served our campus well because of the high level of science that we generate, but, certainly, there can be some reexamination of how work is rewarded."

Says Wara, "We need to make room. We need to broaden our definition of leadership to include our finest clinician educators. That means a sea change because we need to change the minds of those currently in leadership positions."

Distribution of full-time School of Medicine faculty by gender and rank

	FEMALE				MALE			
	NUMBER		PERCENT		NUMBER		PERCENT	
	1989	1996	1989	1996	1989	1996	1989	1996
PROFESSOR	50	79	11.2	15.9	398	416	88.8	84.0
ASSOCIATE PROFESSOR	39	77	18.5	29.6	172	183	81.5	70.3
ASSISTANT PROFESSOR	117	166	31.4	36.1	256	293	68.6	63.8
INSTRUCTOR	25	21	35.7	37.5	45	35	64.3	62.5
TOTAL/AVG PERCENTAGE	231	343	21.0	27	871	927	79.0	73

Source: Office of Academic Affairs, UCSF School of Medicine.

Debas (from page 1)

ing on the UCSF Stanford Health Care board of directors in a double role, Hirsch says, "We'll maintain the continuity of leadership. From an oversight perspective, it's probably to our advantage that he'll be wearing two hats in the first critical year."

Bruce Schroffel, interim director of the UCSF Medical Center, echoed those feelings. "I am nothing less than ecstatic that he will be chancellor as we move in the direction we're going today with UCSF Stanford Health Care. He really values what the merged organization will bring to the academic mission — one that will ultimately improve patient care."

In addition to supporting the merger, Debas distinguished himself as a leader two years ago with his impassioned speech defending the ill-fated affirmative action policies to the UC Regents. Since then, Debas has endorsed several measures designed to enhance diversity at UCSF. "Clearly, as a man of color, he has chosen not to rest on his own success," says Michael Adams, director of affirmative action and equal opportunity. "But he continues to be concerned about opening up opportunities for women and minorities."

Jane Norbeck, dean of the School of Nursing, says his "appointment also sends a strong message about UCSF's commitment to diversity by appointing a person of color to its highest post."

Born in Asmara, Eritrea (previously part of Ethiopia), Debas was educated at the University College, Addis Ababa. He received his medical degree at McGill University in Montreal in 1963 and postgraduate training at the University of British Columbia in Vancouver. Debas served as a general surgeon in the Yukon Territories for one year, when civil war in Ethiopia blocked his return to his native country. He then joined the faculty of the University of British Columbia in 1971 and held various teaching and clinical positions there until 1979.

During that period, he completed a research fellowship in gastrointestinal physiology at UCLA. In 1980, he returned to UCLA where he was professor of surgery and a key investigator at the Center for Ulcer Research and Education. In 1985, he moved to the University of Washington in Seattle, where he was professor and chief of gastrointestinal surgery.

Debas resides in San Francisco with his wife, Ignacia Kim.

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Faculty win grants to augment instruction with informatics

By LISA CISNEROS

Medical students who do their three-week rotation in the outpatient pediatric clinic in the summer are not likely to see a case of bronchiolitis. But eventually they will be able to see the effects of this wintertime illness any time they want via computer.

With the help of his colleagues, Alan Uba, assistant clinical instructor in pediatrics, is creating a multimedia program to expose students to realistic ailments that they may not otherwise observe directly during their pediatric rotation.

The program, now in its start-up phase, will give students pertinent historical and physical examination data so they will be able to select more diagnostic studies and therapies, such as radiology and referral to a subspecialist, if necessary. Ultimately, Uba says the program will be put on the web.

Since his days as a chief resident, Uba has wondered how to teach students about common pediatric problems. "The invention of web builders offers an organized way to present this information," he says.

Uba is referring to software programs that allow text, scanned images and video to be connected via hyperlinks. Students will be able to select or "click on" informational links to get background on terms or click on case links for laboratory data.

Uba, who received $3,000 to develop this project, is one of seven recipients of grants awarded annually to help cover the costs of developing medical informatics programs.

Growing numbers of faculty are creating multimedia programs to supplement classroom and clinical lessons, says Gail Persily, manager of the Multimedial Development Lab. Located in the library's Interactive Learning Center, the lab opened two years ago to provide the equipment and support needed to take an idea through to implementation.

While the kinds of programs are as diverse as the people who create them, many combine existing resources in new and innovative ways to help students learn. Some projects are designed to ultimately improve patient care, Persily notes.

David Clay of the ophthalmology photography lab was awarded $2,800 for his multimedia program that builds upon an existing digitized database of ocular disease cases used for teaching. The new project will broaden the types of cases presented and will incorporate video and audio, features that couldn't be included in the current database because of space limitations.

The goal is to set up the atlas at a workstation to teach students and residents from other disciplines during their required rotation. "Examining patients with a slit-lamp and indirect ophthalmoscope is difficult, so teaching requires faculty to use previously acquired examples of pathologies, usually from patient charts," Clay explains.

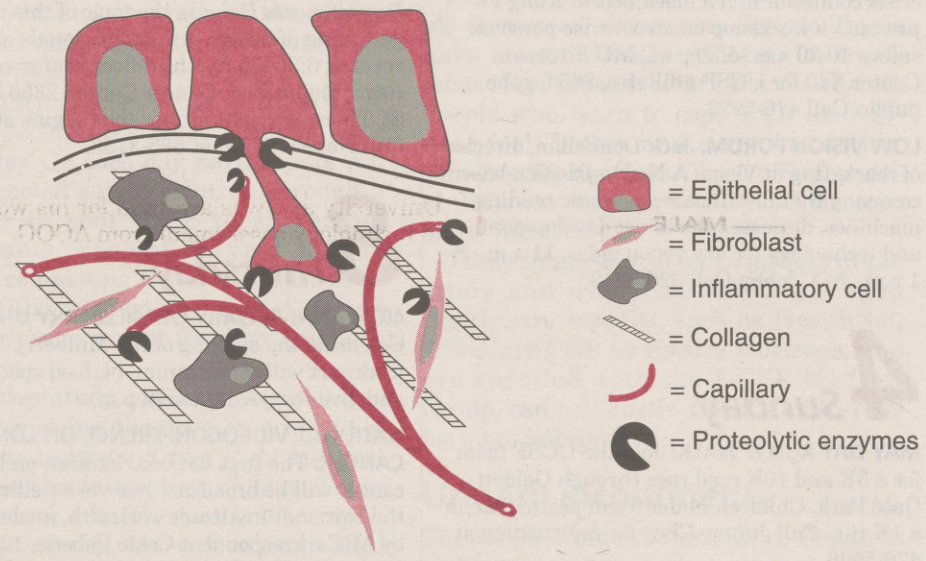
By making the atlas available in a workstation, users can find examples of ocular diseases quickly and two or more can view an image simultaneously on the computer monitor.

Evelyn Cardenas, assistant clinical professor of emergency medicine in the UCSF Fresno Medical Education Program, was awarded $5,000 to develop interactive multimedia tutorials in ultrasound. Ultrasound imaging can now be performed at the bedside with smaller, more portable units and therefore, is often the diagnostic tool of choice for many life-threatening conditions that typically show up first in the emergency room, says Cardenas.

She hopes to build a tutorial program based on a database of normal and abnormal ultrasound still images and video clips to teach ultrasound physics, instrumentation, as well as cardiac, abdominal, trauma and pelvic ultrasonography.

Cathy Sandeen, director of Educational Support Services in the School of Dentistry, received $5,000 for an interactive computer-based training program in oral diagnosis. This product will use an extensive collection of existing clinical pathologic case materials, such as slides, radiographs and pathology reports, developed and maintained by the faculty in the Division of Oral Pathology. "We will draw from these materials to develop a highly interactive learning experience focusing in detail on an oral lesion and taking learners through the steps of descriptions, diagnostic tests and ultimately, treatment recommendations for each individual case," she says.

How cells become malignant



To spread and become malignant, cancer cells must perform three tasks: break through the membranes that contain them, break down the matrix of protein fibers — including collagen — that surround them and develop a network of blood vessels to get nutrients to grow within the newly invaded space. Protease enzymes, shown here as black circles with devouring mouths, chew up proteins, helping tumors accomplish all three tasks. With support of a major new grant, UCSF researchers intend to identify proteases that are important in cancer growth and to design prototypes of drugs to destroy them.

Source: Lisa M. Coussens, postdoc

Protease (from page 1)

these targets' preferred partners for biochemical interaction.

"Within the scope of this new grant we expect to identify new protease targets in cancer," Shuman says. "Based on the structures of the targets we identify, we also believe we will be able to design molecules that can serve as prototypes for protease inhibitors that will be new and effective anti-cancer drugs.

"Within this five-year time frame, we anticipate that we will engage in additional collaborative research projects involving biotechnology companies, which could lead to clinical drug trials to evaluate new protease inhibitors," Shuman adds.

The idea of targeting differences between cancerous and normal cells is not new, but nearly all standard cancer treatments rely on the same basic approach. Standard chemotherapy drugs and radiation therapy exploit the contrast between the rapid cell division that occurs in tumors and the lack of growth that characterizes most normal adult tissues. Current treatments damage newly forming DNA molecules, genetic material needed by all new tumor cells.

However, some normal adult cells — the progenitors of blood cells and of cells of the immune system, and hair, for instance — also continue to divide to make new cells. Standard cancer treatments can damage these normal cell populations along with tumor cells. In addition, treatment dosage must be tempered to limit toxicity, and tumors can learn to resist treatment. Resistance within a population of tumor cells may arise through genetic mutations that render treatments harmless or that cause drugs to be expelled from cells.

More recently identified distinctions between cancers and normal tissue — including differences in protease activity — raise the prospects for new cancer treatment strategies that may overcome these drawbacks, Shuman suggests.

Research studies have shown an association between abnormal protease activity and human breast cancer mortality, Shuman says, and investigations of cancer in rodents and of human cancer cells growing in laboratory cultures indicate that levels of some proteases are frequently elevated, he adds.

Outreach (from page 1)

approving Proposition 209 last November. A California federal appeals court recently upheld the constitutionality of Prop 209, which prohibits preferential treatment in state employment, education and contracting. Opponents of the measure, (now Section 31a of the state Constitution) plan to appeal that decision and will try to take their case to the US Supreme Court if necessary.

Those in favor of ending affirmative action policies believe the mind set of "building diversity" conflicts with the concept of equality under the law. "There needs to be a change in culture at the University," says UC Regent Ward Connerly. "We have to provide people with an equal opportunity to attend. We don't need to predetermine outcomes."

Connerly says it may surprise his critics that he actually supports efforts to reach out to students in areas where education, and an interest in going to college, is lacking. The University needn't, and shouldn't, cease activities directed at underprivileged populations, he says. "It's okay to go to a black church, a barrio or into Chinatown if we believe our message isn't getting out in those places," he says, "as long as we don't do so to the exclusion of other neighborhoods.

"We need to increase our efforts to help generate a pool of well-educated students; hopefully, through a natural process, a diverse student body will be admitted," Connerly adds.

Michael Adams, director of affirmative action, says UCSF needs to put more resources into the outreach of minorities so that UCSF doesn't lose top students to its competitors. He says creative outreach is needed to overcome the "chilling effect" caused by attacks on affirmative action.

African-American, Latino and Native American applicants to the UCSF medical school have dropped significantly, and admissions have declined by about one-third since 1995, says Michael Drake, associate dean of admissions for the School of Medicine.

In the past, underrepresented minorities who passed the first of a series of screenings in the admissions process were given a modest "bonus,"or preferences, in the school's overall point system.

"We will no longer be giving the automatic 4 percent screening bonus to underrepresented minority applicants," says Drake, who explained the impact of anti-affirmative action policies in a recent report. "My rough guess is that we took chances on three to six students a year. These were students who had overcome unusual hardship and had the potential to achieve great things, but who perhaps had not compiled a track record as strong as the average of the class. A more restrictive policy is going to make it more difficult for us to admit these students."

Discouraged, but undeterred, Drake says, "We're still going to do all we can to admit a class of broad diversity."

Daybreak has big goals for future

Its successful launch now just a memory, Daybreak, UCSF's electronic daily, has begun the more difficult task of making itself known to the audience it was designed to serve. "Our goal is to be first with stories that UCSF students, faculty and staff will find interesting and useful," says Daybreak editor Andy Evangelista, a veteran member of the Public Affairs Department who has covered everything from health policy to laboratory research. "We also will be mixing in features and short articles, in addition to mainstays like the calendar and sports."

Although some suggested that Daybreak's sister publication, Newsbreak, should have appeared on the web months ago, Evangelista and his colleagues, who include University Publications director Jeff Miller, designer Carol Kummer and campus Web Developer Robin Sease, felt strongly that web technology argued for something fresh and more immediate, no matter the challenges of daily deadlines. "Both staffs overlap," says Evangelista, "so we will be trying to achieve synergy without much duplication. Newsbreak will do the longer perspective and implication articles." At the same time, he says, when the information truly is vital to the campus community, it will appear in both publications.

Initial reaction to Daybreak has been extremely positive, despite technical problems that required that its site be changed to www.ucsf.edu/daybreak/ and the demands on some story reviewers to respond in minutes, not hours as they typically have done. "So many of the email messages expressed relief that there was finally an information resource that made them feel part of UCSF," Evangelista says. With plans to cover stories at all of UCSF's sites on a regular basis, the hope is that Daybreak will create — if only electronically — the sense of community and shared experience that has eluded the fragmented campus for decades.

For all of its many goals, however, Daybreak remains a communication vehicle and it is on that score that Evangelista understands it will be graded. "I hope the campus will be patient as we test out various ideas, styles and editorial boundaries. I also hope that as word of our existence spreads, more people will be suggesting story possibilities." With that in mind, Evangelista asks that ideas be sent via the Daybreak email link.

April 26–May 9, 1997

26 Saturday

AUCTION BENEFITS FRESNO FOUNDATION: Antique books and ephemera, including a signed Ansel Adams photograph shot from the UC Berkeley campus, will be on sale at the Pacific Book Auction Galleries. For more information on the auction – mail and telephone bids will be accepted – call 896-2665.

MARCH OF DIMES WALKAMERICA

This 10K walk, which raises money to help prevent birth defects and infant mortality, begins and ends at the Great Meadow of Fort Mason, 9 a.m. Sponsor envelopes are available through UCSF Public Service Programs at 476-4394.

Diane Adam

PARNASSUS PLAYERS PERFORM: See photo at top right.

27 Sunday

MIXED DOUBLES TENNIS TOURNAMENT: The UCSF Tennis Club is hosting a tournament at San Francisco State University. The tournament is open to students, employees and members for $15. No partner required prior to sign-ups. Pick up entry forms at Millberry Fitness Center or call 476-0356.

28 Monday

ART EXHIBIT OPENS: An exhibition by San Francisco printmaker Hideo Chester Yoshida will be displayed at the Hospitals Auxiliary gallery through Tuesday, May 27. Proceeds from the exhibit benefit patients and their families. To purchase, call 476-4906.

29 Tuesday

NEWSBREAK/MEDSOUNDS DEADLINE FOR NEXT ISSUE

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Leonard Florendo at 476-1073 to schedule.

ON RAISING SONS: Heru-Nefara Amen, program director for the Oakland Men's Project, explains how parents can rear their sons to become strong and powerful allies for women's equality, 12:10-1 p.m., Toland Hall. Sponsored by the Women's Resource Center. Call 476-5222.

UCSF/MOUNT ZION COMMUNITY MEETING: A regularly scheduled open forum for neighborhood members to express their concerns. This meeting will include a discussion of tenancy at the new Cancer Research Center, 7 p.m., executive board room, second floor, 1600 Divisadero St. For more information, call UCSF Community Relations at 476-3206.

30 Wednesday

BROWN BAG LECTURE: Trevor Lines, national recruitment officer for Doctors Without Borders, presents *Emergency Room for the World,* a discussion of this global program, 12:10-1 p.m., N 225. Call 476-4394.

FORUM ON LONG-TERM CARE COVERAGE: The UCSF Faculty Association will present an overview of long-term care insurance, including benefit eligibility screening and provider networks, 4-5:30 p.m., Cole Hall.

1 Thursday

AUXILIARY JEWELRY SALE BENEFIT: Just in time for Mother's Day and graduation ceremonies, the Hospitals Auxiliary is featuring fine jewelry for its two-day semi-annual sale to benefit patients and visitors of the UCSF Medical Center, 8 a.m.-5 p.m., Medical Sciences lobby. Call 476-5997.

2 Friday

AUXILIARY JEWELRY SALE BENEFIT: See May 1 listing.

THERAPY FOR BREAST CANCER PATIENTS: Ilene Serlin, director of the Arts Medicine Program and professor of psychology at the Saybrook Institute, presents a videotape and lecture to demonstrate a pilot research program at CPMC that uses art to help heal, noon, N 225. Call 330-5353.

The campus theatre troupe presents *The Good Woman of Setzuan*, a play by Berthold Brecht, directed by Augustus Schoen-Rene, through May 10 in Toland Hall. For dates and showtimes, call 476-2542.

3 Saturday

PSYCHIATRY SYMPOSIUM: Developmental Issues for Adolescent Girls is the annual spring symposium sponsored by the department of psychiatry, 8:20 a.m.-4:30 p.m., Hotel Westin St. Francis. Call 476-5808.

SENIOR HEALTH FORUM: The UCSF/Mount Zion Center on Aging offers *Managing Aches and Pains of Arthritis,* 8:30 a.m.-12:30 p.m., Laurel Heights Conference Center. Pre-registration is required. Call 750-5342.

SELF-DEFENSE FOR WOMEN: A certified rape crisis counselor and a black belt in Kung Fu presents a workshop on street-wise personal safety, 10:30 a.m.-5:30 p.m., MU Fitness Center. $40 for UCSF affiliates, $65 for the public. Call 476-5222.

LOW VISION FORUM: Jack Donnellan, director of marketing at Vision A New, a Pacifica-based company that distributes electronic reading machines, discusses the latest developments and technology for low vision aides, 11 a.m.-1 p.m., ACC lobby. Call 626-5313.

4 Sunday

MAY DAY RUN & WALK: Join the UCSF team for a 5K and 10K road race through Golden Gate Park. Children under 9 can participate in a 1K run. Call Jimmy Choy for registration at 476-5506.

UCSF ORCHESTRA BENEFIT CONCERT

Performance features Mahler's Symphony No. 4 and John Lowries Conversation With Piltdown Man and In a Strange Land. Calvary Presbyterian Church, 2515 Fillmore St., 7:30 p.m., $10 general admission, $6 UCSF students. Call 476-6761.

5 Monday

CINCO DE MAYO

NURSES WEEK BEGINS

See story on page 7.

BETTER VISION NOW: Richard Abbott, UCSF professor of ophthalmology, will talk about new surgery options for the correction of nearsightedness and astigmatism – from laser surgery to corneal implants. UCSF Beckman Vision Center, 8 Kirkham Street. 6 p.m. Free. Call 476-5021.

6 Tuesday

MEDITATION CLASSES: Conducted by Brahma Kumaris Meditation Center and sponsored by the Institute of Healing Arts and Sciences, 12-1 p.m. N 423. Free. Call 563-4459 to register

CAREER FORUM/DINNER: The graduate division alumni association invites all graduate academic students to attend a career forum and box dinner, where members will answer questions about career opportunities and professional life, 6-9 p.m., Faculty Alumni House. Free. Interested students should RSVP to 476-9158 by Friday, May 2.

SHAKESPEARE GROUP: Reading and discussion group meets first Tuesdays, 7-9 p.m., MU 244. Call 476-2542.

7 Wednesday

BROWN BAG LECTURE: Elise Needell Babcock, author of *When Life Becomes Precious*, talks about the responsibilities and privileges of providing health care, 12:10 p.m., N 225. Call 476-4394.

FAREWELL TO CHANCELLOR MARTIN

A special black tie/white labcoat dinner will be held at The Ritz Carlton Hotel, 6:30 p.m. Invitations are $50 each and can be purchased by calling 476-4723.

BAY AREA BREAST CARE FORUM: *The Future of Science and Technology: How Can New Developments Help?* is the topic of this monthly gathering of health care professionals and advocates, 6:30-8 p.m., third floor conference room, Mount Zion Cancer Center, 2356 Sutter St. There is a light dinner that begins at 6 p.m. Call Hope Wallace at 885-3738.

8 Thursday

40TH ANNIVERSARY OF MILLBERRY UNION: Celebrate the opening of the Millberry Union foodcourt with entertainment, food specials and give-aways, 11 a.m.-2 p.m.

NATIONAL VIDEOCONFERENCE ON LUNG CANCER: The first national summit on lung cancer will be broadcast live via satellite from the National Institutes of Health, moderated by ABC correspondent Cokie Roberts, 12-2 p.m., Herbst Hall. Call 800-581-8963.

MACHISMO: MADNESS OR MYSTIQUE: Roberto Almanzan, a facilitator on ethnic diversity issues and cast member of the film *The Color of Fear,* will discuss feelings about machismo in an open group discussion, 12:10-1 p.m., Toland hall. Call 476-5222.

9 Friday

HOSPITAL NEW EMPLOYEE ORIENTATION: Langley Porter Auditorium. 8:30 a.m.-1 p.m. Department personnel representatives call John Frank at 476-3001.

TENTH ANNUAL HISPANIC NURSES SYMPOSIUM: The UCSF School of Nursing hosts state and local Hispanic nursing leaders at a forum whose theme is *Setting the Future Agenda Through Education, Practice and Research,* 9 a.m.-4:30 p.m., N 225 and HSW 303. For more information, call Joann Ray at 476-4897.

NUTRITIONAL MEDICINE BASICS: Using knowledge of proper diet to improve your health, noon, N 225. Sponsored by the Institute of Healing Arts and Sciences. Call 330-5353.

Location Key

ACC – Ambulatory Care Center, 400 Parnassus
C – Clinical Sciences Building, 521 Parnassus
CL – Campus Library, 530 Parnassus
HSW – Health Sciences West
MU – Millberry Union, 500 Parnassus
N – School of Nursing, enter at 513 Parnassus
S – Medical Sciences Building, 513 Parnassus
VAMC – Veterans Affairs Medical Center, 4150 Clement

CONTINUING EDUCATION

MEDICINE

Bay Area Seminars in Cytopathology. Thursday, Jan. 9 through Thursday, May 8. San Francisco.

Advances in Infectious Diseases. Wednesday, April 30 through Friday, May 2. San Francisco.

Advances and Controversies in Clinical Pediatrics. Thursday May 15 through Saturday May 17. San Francisco.

25th Annual Advances in Internal Medicine. Monday, May 19 through Friday, May 23. San Francisco.

Current Issues in Anatomic Pathology. Thursday, May 22 and Friday, May 23. San Francisco.

25th Annual Advances in Internal Medicine. Monday, June 23 through Friday, June 27. UCSF.

For more information, call 476-4251.

DENTISTRY

Update in Dental Hygiene Techniques and Therapy. Saturday, May 3. UCSF campus.

For more information, call 476-1101.

INFORMATICS CLASSES

The UCSF Library offers the following Informatics Training Seminars. Classes are held in S 165A Medical Sciences Building (MSB), the ILC Classroom at 222 Library (LIB) and the San Francisco General Hospital Library (SGFH). Please call 476-2337 for a complete schedule or check out the Informatics website at http://www.library.ucsf.edu/ed/class/

The World Wide Web, Thursday, April 24, 10 a.m.-noon (SFGH)

Using EndNote for Macintosh Tuesday, April 29, 10 a.m.-noon (MSB)

The World Wide Web, Tuesday, April 29, 2-4 p.m. (SFGH) and Thursday, May 8, 10 a.m.-noon (SFGH)

Subject Searching on MEDLINE, Wednesday, April 30, 9-11 a.m. (LIB)

Introduction to the Internet, Thursday, May 1, 2-4 p.m. (LIB), Thursday, May 1, 10 a.m.-noon (SFGH) and Monday, May 5, 2-4 p.m. (SFGH)

Introduction to MEDLINE, Monday, May 5, 10 a.m.-noon (LIB)

Managing Information Overload, Wednesday, May 7, 3-5 p.m. (SFGH)

Writing for the World Wide Web: HTML, Tuesday, May 6, 9 a.m.-noon (MSB)

HIV/AIDS Resources, Friday, May 9, 1-3 p.m. (MSB)

DEVELOPMENT & TRAINING

Contracts and Grants Workshop. Tuesday, April 29, 9 a.m.-noon. $40.

Supervisor's Guide to Performance Evaluation. Thursday, May 1, 8:30 a.m.-4:30 p.m. $40.

Business Writing Basics. Tuesdays and Thursdays, May 6, 8, 13 and 15, 10 a.m.-1 p.m. $100.

Medical Terminology: An Introduction. Tuesdays and Thursdays, May 6, 8, 13 and 15, 2-4:30 p.m. $100.

Critical Thinking Skills. Wednesdays and Fridays, May 7, 9, 14, 16, 21 and 28, 8:30 a.m.-noon. $200.

Material Management Workshop. Tuesday, May 20, 8:30 a.m.-12:30 p.m. $40.

Strategies for Success in a Sped-Up Society. Thursday, May 22, 8:30 a.m.-4:30 p.m. $100.

For more information, call 476-4032.

What's Happening

Investment Fund Performance

Total rates of return for the UC 403(b), DCP, and comparative indices

Ending March 31, 1997

UC Fund/Index	1 Month	3 Month	12 Month	5 Year*	Year To Date
UC Savings Fund	**0.54%**	**1.53%**	**6.22%**	**6.83%**	**1.53%**
US T-Bill (1-Yr)	0.49	1.39	5.63	4.86	1.39
UC Money Market Fund	**0.45**	**1.33**	**5.50**	**4.69**	**1.33**
US T-Bill (30-Day)	0.43	1.27	5.26	4.28	1.27
UC ICCF Fund	**0.62**	**1.81**	**7.63**	**8.06**	**1.81**
UC Bond Fund	**-3.49**	**-2.15**	**13.04**	**11.57**	**-2.15**
Lehman Bros. Gov't/Corp/Yankee	-1.19	-0.68	4.65	7.37	-0.68
UC Equity Fund	**-2.34**	**2.57**	**15.87**	**15.51**	**2.57**
S&P 500	-4.16	2.62	19.78	16.40	2.62
UC Multi-Asset Fund	**-1.30**	**1.12**	**10.78**	**10.38**	**1.12**

* Annualized rate of return reflects average over the past five years.

Unit values for variable funds as of March 31, 1997: Equity **$169.14**; Bond **84.08**; Multi-Asset **20.07**

Unit values are similar to mutual fund share prices and change monthly to reflect changes in the market value of the fund's underlying investments, inclusive of interest and dividend income. Past performance is neither a guarantee nor a predictor of future returns.

Source: Jerry Neal, UCSF Benefits and Financial Planning

MEDICAL CALL BOARD

Thermoregulation

The UCSF Thermoregulation Research Laboratory seeks male volunteers for a couple of studies to evaluate the effects of general anesthesia on thermoregulatory responses.

One study consists of two or three days: one or two for anesthesia and one for a control day. On each day, participants will receive cooled saline solution through a catheter to cool them to shivering. Participants, who will be paid $325 to $475 for completing the study, must be in good health, between the ages of 20 and 40 and average weight for their height to participate.

In another study, researchers will induce fever by injecting the drug Interleukin-2. This study consists of two 12-hour "combined anesthesia and fever" days. These two days are scheduled at least a week apart. Participants, who will be paid a total of $550 for the entire two-day study, must be in good health, between the ages of 18 and 35 years, a non-smoker, drug and medications free, and be of average weight for height. For either study, call Azita Moayeri, research coordinator, at 476-3169 for more information.

Breast cancer and diet

The General Clinical Research Center is conducting a study of women ages 18 to 70 who have been diagnosed and treated for breast cancer within the past four years. Researchers are seeking to know whether a diet high in fruits and vegetables and low in fats can reduce the risk of breast cancer. Many studies have suggested that diet may have an important role in the development of breast cancer and its recurrence. The study will require participants to report their eating habits periodically, be assigned by chance to one of two healthy diets and follow this diet for eight years. Benefits of this national study include getting a professional analysis of current dietary patterns. For more information, call Judy Brodsky, program coordinator, at 429-2580.

Psychiatry Care Clinic recruits patients

The Psychiatry Care Clinic at UCSF is recruiting managed care patients to evaluate health services for people coping with chronic medical illness such as diabetes, respiratory problems or hypertension. The study is designed to understand the relationship between chronic medical illness and emotional distress.

Recent research has shown that people distressed about their chronic illness have more difficulty adhering to treatment than those who are not distressed. People who learn to cope with their illness feel better and are more active. The Psychiatry Care Clinic offers several different services to help people cope more effectively.

Those interested in participating in the study and who have HMO managed health care benefits, such as HealthNet, TakeCare/FHP or Secure Horizons, and are enrolled with the UCSF Medical Group, can call Justin Hecht at 476-7569 for more information.

Urinary incontinence

The UCSF Women's Continence Center is seeking women for a study of a new medicine for urge urinary incontinence (loss of urine due to sudden urgency or loss on the way to the bathroom). Women may qualify if they are currently being treated with medication for this problem, or, if they are not taking medicine, experience seven or more leaks or losses a week. All participants will receive the study medication. Three to seven weekly visits will be required while medication dosage is being adjusted, and then a visit once a month for three months. Travel and time will be reimbursed. For more information, please call 885-7547.

Newsbreak deadline

Tuesday, April 29 is the deadline for items to be listed in the next calendar, which covers May 10–23, 1997 (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Send information for the calendar to Brad Foss at (bfoss@itsa.ucsf. edu), mail it to Box 0462, send a fax to 476-3541, or bring it to UCSF/ Laurel Heights, 3333 California St., Suite 103 or call 476-3163. To submit information for Newsbreak/ Medsounds send email to Lisa Cisneros at (cisnero@itsa.ucsf.edu), or fax it to her at 476-3541.

UPCOMING EVENTS

Free dental work

Those who attend a free dental screening may qualify for a free deep cleaning, filling or crown, courtesy of the UCSF Dental Clinic. Screenings will be held at the clinic, located at 700 Parnassus, from 5:30 to 7 p.m., on April 28 and 29, May 5, 6, 12, 13, 19, 20, 27, and June 2, 3, and 10. Call 476-9600 for more information.

Alice Walker speaks

Pulitzer Prize-winning author Alice Walker reads from her recently published collection of essays titled "Anything We Love Can Be Saved: A Writer's Activism" on Monday, May 12 at 7 p.m. in Cole Hall. The event benefits the Women's Resource Center. Tickets purchased in advance are $15 for the general public, $10 for UCSF students. A $5 charge will be added to all tickets purchased at the door. To purchase tickets, call 476-5222.

LPPI hosts annual luncheon

Louann Brizendine

The annual meeting and luncheon of the Friends of Langley Porter Psychiatric Institute will be held Monday, May 12, from 12 to 2 p.m. at Harris' Restaurant in San Francisco. Louann Brizendine, associate clinical professor of psychiatry and director of the hormone assessment clinic, will present "Mood and Sex Hormones: Youth and Aging." The luncheon is $40. For more information, call 476-7033.

Steinbach memorial lecture

Harry K. Genant, professor of radiology and orthopaedic surgery and chief of musculoskeletal radiology, will present "Osteoporosis: Current Trends in Imaging Evaluation" as the Second Annual Howard Steinbach Memorial Lecture, on Tuesday, May 13, from 5:30 to 6:30 p.m., in N 225. Genant will discuss the imaging tools used to assess osteoporosis, including ultrasound and MRI. The lecture is sponsored by the department of radiology in memory of Steinbach, a world renowned professor or radiology and pediatrics at UCSF. For more information, call 476-1451

Same-gender sexual harassment talk

The Office of Sexual Harassment Prevention and Resolution sponsors a presentation on same-gender sexual harassment on Thursday, May 15, from 12 to 1:30 p.m., in Toland Hall. Registration is not mandatory, but the program sponsors request RSVPs to 476-5186 so they can determine the expected attendance.

Ethics of hospital mergers

A distinguished multidisciplinary panel discusses the ethics and implications of hospital mergers on quality of care on Thursday, May 15, from 6 to 8 p.m. at the Bar Association Auditorium, 685 Market St. The presentation is co-sponsored by the San Francisco Medical Society, the Bar Association of San Francisco and others. Panel members include Linda Remy, a senior public administration analyst at the Institute of Health Policy Studies, Sylvia Siegal, founder of Towards Urban Rate Normalization, and Alan Blau, member of Marin Safe Health Care Coalition. For more information, call 399-3900.

Leadership development

The UCLA Administrators and Supervisors Association will hold its 1997 Leadership Development Conference, titled "Dynamic Leadership in Evolution: Transforming Leadership for the 21st Century" from Thursday, May 15 through Saturday, May 17 at the Marriot Rancho Las Palmas Resort in Palm Springs. Registration begins at 1 p.m. on May 15. Contact Karen Peltz for registration at 310/825-6235.

Gold-Headed Cane Awards

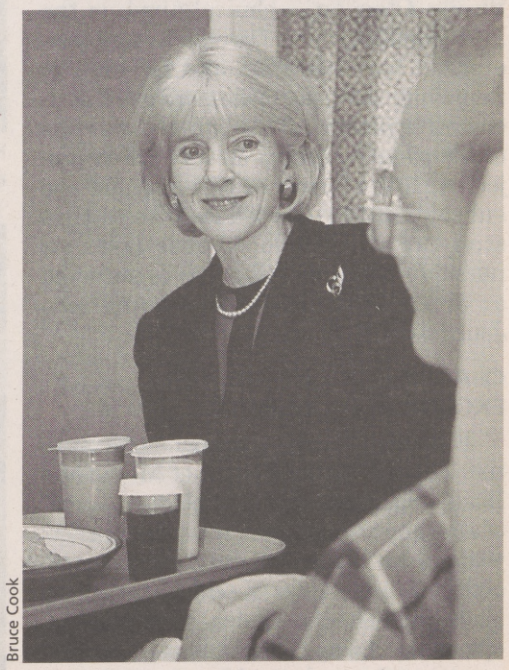
The highest honor a graduating medical student can receive at UCSF, The Gold-Headed Cane, will be awarded to Stephen Cook, Elizabeth M. Mahler, and Mary A. Norman at the School of Medicine's commencement, Friday, May 23, 3 p.m., at Masonic Auditorium. The cane has been presented to those students judged by their classmates and faculty as best exemplifying the qualities of a "true physician" since 1939, when it was initiated by the late William J. Kerr, professor and chairman of the department of medicine. On Wednesday, May 21 the three students will be guests at the annual banquet of the Gold-Headed Cane Society at the Hotel Mark Hopkins.

Helen Nahm lecture

The quality of care in nursing homes will be the topic of the UCSF School of Nursing's 17th Annual Helen Nahm Lecture on Friday, May 30, 10 a.m., in N 225.

This year's featured speaker is Jeanie Schmit Kayser-Jones, professor in the department of physiological nursing and the medical anthropology program. She will deliver a talk titled "The Silence of Old Age: The Quality of Care in Nursing Homes." Kayser-Jones is recognized internationally for her research on the care of elderly people in nursing homes, having conducted extensive studies on the culture and environment and how decisions are made regarding the treatment of acute illness, medical and nursing care. She has authored a book titled "Old, Alone and Neglected: Care of the Aged in Scotland and the United States."

The Helen Nahm Research Lecture Award, established in 1981, recognizes a School of Nursing faculty member or graduate who has made an outstanding contribution to nursing science and research. The lectureship honors the late Helen Nahm, dean of the UCSF School of Nursing from 1958 to 1969.



Bruce Cook

Schmit Kayser-Jones visits a nursing home.

UCSF Founders Day 1997

Campus awards excellence

UCSF celebrates Founders Day each year not only to acknowledge pioneers of the past, but also to pay tribute to current champions.

At the Founders Day Awards Luncheon on April 9, the campus awarded 14 members of the campus community for services above and beyond the call of duty.

Stanton Glantz, professor of medicine and a scientist at the Cardiovascular Research Institute, was one of four awarded the Chancellor's Award for Public Service. Glantz, who also received the Edison T. Uno award for affecting social change, has been a public health advocate, spending countless hours of his personal time explaining to the public and government the dangers of tobacco and taking on the companies that push the products.

"He has been willing to stand up, often alone, and oppose the powerful and politically connected tobacco industry. He has done this in the face of significant personal risks," says Cathy Sandeen, director of Educational Support Services in the School of Dentistry. "Everyone — especially future generations — will be much happier and healthier for what Stan has accomplished."

Wearing his trademark orange vest, made by his mother, Glantz couldn't resist taking the podium to say a few words and to thank Chancellor Martin and others for their support. "The thing that is amazing to me is that as all of this has unfolded with the Brown & Williamson documents, there was never one bit of hesitation about doing the right thing from anybody in this place and it is really gratifying," he said.

Other award winners honored at the luncheon were:

HELEN B. RIPPLE AWARD FOR EXCELLENCE IN NEUROSCIENCE NURSING

MaryLou Muwaswes was honored for her expertise in neursocience nursing, which she demonstrates daily in her care of patients and their families in the neurosurgery intensive care unit. She returned to bedside nursing in 1991 after teaching in the School of Nursing and remains committed to the educational aspects of care for both patients and staff.

DISTINGUISHED NURSE AWARD

Sheila Gleeson, a clinical nurse in the Post-Anesthesia and Care Unit, was honored for her dedication and research in improving the pain management of postoperative patients. This year she was one of the co-investigators on a research project with the School of Nursing and she subsequently reported results of that study at a UCSF conference and at a nursing symposium. She also co-authored an article on the results in the American Journal of Critical Care.

CHANCELLOR'S AWARD FOR EXCEPTIONAL UNIVERSITY SERVICE

■ **Kathleen Healy,** principal administrative analyst in the School of Medicine's Dean's office, has been the "heart and soul" of educational activities there for over 22 years. She is known by faculty as having encyclopedic knowledge of school curriculum history, and she contributes to course development by acting as advocate, adviser and mentor to the students. After the 1989 temblor, Healy called every student in the School of Medicine to inquire about their safety.

(See **Founders Day** on page 7)

Kathleen Healy, principal administrative analyst, stands with Chancellor Joseph Martin after she received an award for exceptional University service at the Founders Day luncheon on campus

Haile Debas, dean of the UCSF School of Medicine, with his wife, Ignacia Kim, at the Founders Day banquet in the Westin St. Francis Hotel

UCSF Medal winner Marian Wright Edelman, founder and president of the Children's Defense Fund, speaks at the banquet

Professor Stan Glantz speaks at the luncheon upon receiving the Chancellor's Award for Public Service and the Edison T. Uno Award

Brigid Ide, MaryLou Muwaswes and Sheila Gleeson hold their awards for exceptional clinical nursing at the luncheon

Hong Kong residents J.S. Lee, a UCSF Medal winner, and his wife at the banquet

UCSF Stanford Health Care administrators, Bill Kerr, chief operating officer, and Peter Van Etten, CEO, enjoy the banquet

Jane Norbeck, dean of the UCSF School of Nursing, chats with Shirley Chater, a UCSF Medal winner and UC Regents' professor at the banquet

Former UCSF Chancellor Philip Lee, assistant secretary for health in the US Office of Public Health and Science, received a UCSF Medal at the banquet

PHOTOS BY DAVID M. ALLEN

Founders Day (from page 6)

■ **Shirleko C. Dai,** staff research associate in the department of biochemistry, not only has demonstrated exceptional skill purifying and crystallizing proteins, but she also has managed supplies and finances and provided a safe and caring laboratory environment for staff. Faculty, staff and students have valued her sense of humor and generous nature for more than six years.

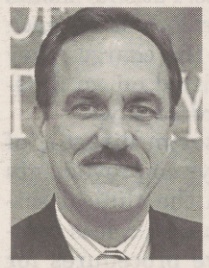
Dai

■ **Patricia Hunter,** senior administrative analyst in pediatrics, has excelled for more than 22 years in all facets of her job. Her excellent organizational skills also contributed to the success of the volunteer support group, Pediatric Council. She is known as a superb team player, having been involved in numerous campus, student and alumni activities.

Hunter

■ **Brigid Ide,** clinical nurse specialist in cardiology, has excelled for 17 years at patient-focused care, teamwork and research-based nursing practice, while working with numerous cardiovascular patients and their families. She acts as a clinical consultant, researches improved efficiency in case management and conducts nurse education and training in exemplary fashion.

■ **Ron Kos,** accounts payable manager, described as a team player with excellent communications skills, has been active in several campus and community organizations. He has been a volunteer sexual harassment adviser, member of the Chancellor's Advisory Committee on Gay, Lesbian and Bisexual Issues, and chairs the Council of UC Staff assemblies. He also serves as a volunteer member of the board of directors of the San Francisco AIDS Emergency Fund.

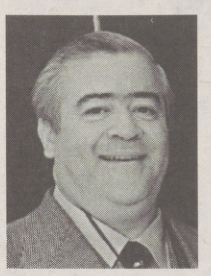

Kos

■ **Mariwil Wong,** staff research associate at UCSF/Mount Zion's surgery department, has helped direct and coordinate the Endocrine Surgical Oncology Research Laboratory. A team member who is committed to research and improving procedures at the lab, Wong is sensitive to the diverse cultural backgrounds of the students and fellows with whom she interacts.

Wong

CHANCELLOR'S AWARD FOR PUBLIC SERVICE

■ **Nelson Artiga-Diaz,** clinical director and associate clinical professor of dental public health, was recognized for more than 20 years of providing free educational outreach and dental services to diverse populations of indigent, immigrant, refugee, geriatric and AIDS patients. During the past six years, he has been a leader in promoting the School of Dentistry's involvement in the nation's largest all-volunteer health fair in Stockton, which is now a national model to be incorporated with 42 Mexican consulates throughout the US.


Diaz

■ **Derrick Butler,** a fourth-year medical student who postponed school to serve in the Peace Corps in Africa, has also volunteered with numerous community and campus organizations. He has returned to Kenya and is participating in the International Health Fellowship Program. He has secured donated medical supplies and medicines and coordinated shipments of these items to hospitals in Africa.

■ **Avis E. Ransburg,** gift acceptance manager in the Development Office, is a leader of the Gospel Music Workshop of America and has been involved in community service for more than 25 years. Through the United Council of Human Services, she serves 3,000 meals each month in the Tenderloin and Bayview Hunters Point neighborhoods and solicits clothing and food items for various nonprofit groups. A founding member of the UCSF Black Caucus, Ransburg has participated in numerous programs to aid the poor and needy, especially children.

Ransburg

Four receive UCSF Medal at banquet

Chancellor Joseph Martin presented the UCSF Medal, the campus' highest honor, at the Founders Day Banquet on April 10 to community members who have made outstanding contributions in health care and whose work mirrors the goals and values of the University.

The 1997 recipients of the UCSF Medal are: Shirley Chater, former Social Security Commissioner and Regents professor at the Institute for Health and Aging; Marian Wright Edelman, founder and president of the Children's Defense Fund; J.S. Lee, an ambassador for campus programs among civic and business leaders in Hong Kong; and former UCSF chancellor Philip Randolph Lee, who is now assistant secretary for health in the US Office of Public Health and Science.

- An alumna of UCSF, Chater was honored for her long and significant contributions to health sciences through her extensive career as nurse, educator, policy maker, and administrator of institutions of higher education. She is recognized for commitment and dedication to the public's health and welfare through her leadership in SSA.
- Edelman was honored for her role as a vigorous advocate for disadvantaged Americans, especially as a strong voice for children and families. She has brought the plight of children to the attention of policy makers and the public, creating and funding programs that have strengthened families and improved the lives of children throughout the country. In the mid-1960s, she became the first African-American woman admitted to the Mississippi state bar.
- J.S. Lee was recognized for his generous philanthropy and establishment of the Lee Hysan Dental Scholars Program, a joint project of the UCSF School of Dentistry, the three leading schools of stomatology in China, the government of the People's Republic of China, and the Lee Hysan Foundation. Lee's guidance of the program has added a new dimension to UCSF graduate dentistry endeavors and established an important source of new scientific and educational leadership in the schools of China.
- Philip Lee was honored for his distinguished career as a practitioner, advocate, teacher and mentor, researcher, policy maker, administrator, and public leader in the field of medicine. He is recognized for extraordinary achievements in improving the delivery of health care services throughout the nation and abroad. Lee is an emeritus professor of medicine based at the UCSF Institute of Health Policy and a senior adviser to the UCSF School of Medicine.

— Mary Jean Pramik

JEANNE M. YALON MEMORIAL AWARD

Lauran Johnson, administrative nurse and patient care manager in the oncology unit, oversees and ensures the day-to-day excellence of cancer care at the UCSF Medical Center. She has hired and mentored a competent, committed nursing staff and encourages them to perform at a high level, leading with an unflagging sense of humor.

Johnson

UCSF/MOUNT ZION MILTON AND HELEN PEARL AWARD FOR OUTSTANDING SERVICE

Renee Gresham, administrative assistant in the department of social work and discharge planning, has served at Mount Zion for nearly 30 years. She has constantly provided the extra caring touch when dealing with patients, their families, external agencies, students, faculty, co-workers and members of the public. She is a problem solver and brings a joy and sense of humor to her job that improves the experiences of those around her.

Renee Gresham and Helen Pearl

PACE (from page 8)

other, duplication of procedures will be minimized, he adds. PACE will access all of its physician information on doctors in terms of credentialing, billing, scheduling and registration from the medical center's newly initiated credentialing system. See adjacent story.

Fine tuning of the system could run through July, at which time the medical center will begin a two-month employee training program.

Clinicians credentialed by the University will have access to patient records. But PACE will also raise electronic red flags, such as when a patient is referred to a health care practitioner unauthorized to perform services under that patient's health policy, or when a patient has, for instance, maxed out his or her limit for visitations with a physical therapist.

While the system undoubtedly adds convenience to updating and accessing patient files, the potential for patient confidentiality infringements has not gone unchecked by PACE managers.

"We have had many discussions about balancing accessibility with both patient security and data integrity," Goldstein says.

Stanford University uses an earlier version of the same patient management system, prompting the question: is PACE the precursor to much of the consolidation expected to take place at UCSF Stanford Health Care?

"If we are successful," Goldstein says, "then the way we've installed the system could become the model for the merged entity."

Though PACE is neither a medical record nor order entry system it is the necessary foundation on which to later add these systems.

Prior to conceiving the PACE project, the University had simply asked CES to purchase a managed care system for all capitated patients.

"As they got further along, they realized for it to work well it had to be integrated with scheduling, billing and registration," Goldstein explains. "You can't do any of that unless you have a sound patient management system."

USHC (from page 8)

president Ellen Michelfelder, who is vice president for organization development and communications for UCSF Stanford.

Also working at Executive Park are former UCSF staff members Leslie Chau, assistant to Wintroub, Anne de Schweinitz, who assists Kerr, and Pat Randolph, who assists Perry.

Continuing in his role as a human resources manager, David Odato works with Nancy Winningham from Stanford and George Protos, a former Bank of America employee, on personnel issues. All three report to Felix Barthelemy, vice president of human resources for the new organization.

As UCSF Stanford Health Care draws from both universities, other new reporting relationships have formed. For instance, Kerr, Wintroub, Perry, Michelfelder and Mike Christansen, a consultant hired to keep track of all the comings and goings of the UCSF Stanford transition team, report to Van Etten. All others at Executive Park report to Kerr, including the human resources team, which reports to Barthelemy.

To contact UCSF Stanford Health Care, call 656-4500, ext. 100, or fax to 656-4520.

National Nurses Week

"UCSF/Mount Zion Nursing: Celebrating a Tradition of Excellence" is the theme of the University's observation of National Nurses Week. On Tuesday, May 6, from 12:30 to 2 p.m., Richard Brock, a health care consultant with Ernst and Young, presents "The Future Isn't What it Used to Be: Surviving, Striving and Thriving" in Toland Hall. Nurses on Parnassus will be honored on Wednesday, May 7, from 3:30 to 5:30 p.m. at the Millberry Union Conference Center. Mount Zion Nurses will be honored Thursday, May 8 from 3:30 to 5:30 p.m. in Herbst Hall.

The Nursing Colleague of the Year award will be given for the first time to two individuals from the Medical Center who exemplify a collaborative, patient-centered practice. The 1997 Nurses Week recognition awards and the Beyond Boundaries Award, which recognizes those who promote cultural diversity, will also be announced during the ceremonies. For more information, Call 476-1618.

UCSF
Medsounds

Medical Center News for the UCSF Campus Community VOL. 12, NO. 8 APRIL 26, 1997

INSIDE

1 UCSF officials change strategy to draw minority students
3 Faculty receive grants to support informatics projects
6 Campus honors champions at Founders Day festivities

UCSF Stanford team settles into offices

Nearly 20 people from UCSF and Stanford have moved into UCSF Stanford Health Care's new offices at Executive Park in San Francisco.

Bill Kerr, executive vice president and chief operating officer, Patty Perry, vice president for strategic development and Kathy Balestreri, former executive assistant to Kerr, were among the first to move from UCSF into the UCSF Stanford headquarters in March.

Balestreri helped set up the offices as new people join the team making sure everyone has the equipment they need. "It's been really fun. The atmosphere is energized," she says. "They are all self-starters, self-motivators."

Last week, Lee Marley, payroll project manager from Stanford, and Becky Magee, information systems coordinator, joined the growing UCSF Stanford team in Suite 305 at 5 Thomas Mellon Circle or campus box 1205.

Chief Medical Officer Bruce Wintroub moved to Executive Park earlier this month as did Clifton Louie, who is now working with his counterpart from Stanford, Lou Saksen, to assess the organization and delivery of support services. Nursing administrator Joan Spicer is working on women's health, nursing education as well as coordinating the transportation system of the merged organization.

Meanwhile, the northwest quadrant of the UCSF Medical Center's fifth floor administrative offices in the Millberry Union, (formerly the office space of Kerr, Perry and others) has been converted to UCSF Stanford satellite offices so administrators can work there when meeting on Parnassus. The merged organization also has a satellite office in Stanford's administrative building.

CEO Peter Van Etten and his assistant Michelle Sanchez moved from Stanford at the first of the month along with former Lucile Packard Children's Hospital vice

(See **USHC** on page 7)

Brad Foss

Peggy Rush, third from left, a coordinator in the department of nursing, stands in front of her painting for the Bridge to Home Unit. Pictured with Rush are, from left, Julie Hauke, assistant nurse manager, Wolcott and Nye.

Unit prepares post-op patients for home

As patient hospital stays nationwide are shortened, the UCSF nursing department is trying to make the time more valuable.

Nurses from the 8th floor of Long Hospital have embarked on a new program that aims to better prepare post-surgery patients for life at home.

The "Bridge To Home Unit," located in the adjacent 8th floor of Moffitt Hospital emphasizes occupational and physical therapy specifically designed to help patients through the transition from hospital to home.

"We'll show them how to adjust to the home environment," says Margie Wolcott, nurse manager. "They'll be able to reach for a glass in the cupboard or put their socks on without hurting themselves."

Ordinarily, postoperative patients would receive an hour a day with a physical therapist. But patients in the new 11-bed unit will receive an additional hour with a therapist to learn how to make needed adjustments to daily physical activities that could otherwise be quite strenuous.

And although patients remain hospitalized, nurses are trying as much as possible to simulate the home environment as part of the healing process, explains Pam Nye, clinical nurse specialist. For instance, patients will dress themselves each day – in regular clothes. "When you go home you don't stay in pajamas all day. We expect patients to treat this unit as close to their homes as possible. I want the patient to stop thinking of themselves as ill and to start thinking of themselves as well."

The primary criteria for accepting patients into the unit is that they are free from any catheters and intravenous lines.

Patients may get home sooner, says Wolcott, but, more importantly, they'll be better prepared when they get there.

Information system to link clinical services by fall

By BRAD FOSS

The first computer system in UCSF history to permit communication between the UCSF Medical Center and campus departments involved in clinical services will be launched this fall.

The multi-million dollar system, known as the Patient/Physician Access to the Clinical Enterprise or PACE, is projected to go live on October 1.

From billing to scheduling to admitting and discharging, patient management will be unified electronically.

As a result, the provision of these services will be decentralized. For instance, patients will soon be able to register at any number of sites, and clinicians will have quicker access to this information. Plans for a phone registering system are also in the works.

"The days when patients have to re-register each time they visit a new doctor or clinic are numbered," says Bob Goldstein, clinical enterprise systems director of application services.

Billing procedures will be simplified too, says Goldstein, as invoices are consolidated onto fewer files. Patients should no longer receive separate bills for each procedure; most likely, the charges they accrue will either be listed on an inpatient or outpatient record, he says.

Bruce Schroffel, interim director of the medical center, says improvements to information flow in the clinical setting will translate into faster, less complicated administrative procedures for physicians and patients.

"Right now, many practices at UCSF have very different systems, most of which don't speak to each other," Schroffel says. Once practices can share the most updated information with each

(See **PACE** on page 7)

Brad Foss

Team members are Pearl Poon, Tami Lynne Roniger, Christine Zampach, David Mauchlan, Marcy Monahan, Charm Firl, Denise George, June Kim, Jennifer Merz, Jessica Titus, Ellen DiPaolo, Jane Sheats, Lisa Bonneau, and Vanessa Johnston.

Therapists thrive in autonomous teams

The department of rehabilitation services at UCSF/Mount Zion is producing efficient, self-managed work teams, groups of occupational and physical therapists who are granted greater autonomy to do their job.

The Rehabilitation/Skilled Nursing Facility team has taken on roles and responsibilities formerly allocated to department managers, such as budgeting, maintaining supplies, and interviewing prospective staff members. And each week, team members meet to identify and resolve problems.

All of this means team members have a greater sense of accountability to their patients and to one another, explains June Kim, an occupational therapy clinical specialist. It takes organizational and administrative skills, in addition to solid clinical abilities, to be effective, she adds.

"We know what the issues are and we deal with them straight on," she says.

Placing trust in her staff to conduct interviews is important to the future success of the program, says Kathleen Brown, manager of rehabilitation services.

"It gives them a say in terms of who's going to be a part of their team," she says.

For this, the team, comprised of occupational and physical therapists, speech-language pathologists, physical therapist assistants, and rehabilitation aides, deserves our THANKS. "They are active in planning for the future, and doing it with a spirit of dedication, camaraderie and fun," Brown says.

T.H.a.N.K.S!
"To Honor, Acknowledge, and Note Kindness and Service"

New system gives doctors a break

UCSF unveils on Monday, April 28 a new credentialing system to be used by Medical Staff Services for Mount Zion and Parnassus that will provide a single physician ID number.

Physicians who practice at both sites will only need one ID number, whether to access STOR/CDS, to dictate into the medical records system, to enter charges for billing, and as part of physicians' signatures on all documents.

"It will help us reduce redundancy," says Beth Maloney, administrative analyst. For example, it will mean that when physicians apply for appointment, as well as when they come up for reappointment, they'll only have to submit a single application. "Ultimately, this will reduce the paperwork burden on the physicians," she says.

This streamlining of services helps the Medical Center maintain compliance with the National Committee on Quality Assurance and the Joint Commission on Accreditation of Health Care Organizations.

The STOR system will continue to grant access to doctors using their old numbers for a short period of time following the implementation and will notify them of their new number. For more information, call 501-8883.